

WHISARD Compliance Action Report

U.S. Department of Labor Wage and Hour Division

Case ID: **1825884** Originating District: **Atlanta GA District Office**
Local Filing Number: **2017-111-31166** Investigating District: **Atlanta GA District Office**
WHMIS Case Number: Lead Investigator: **(b) 6 & (b) 7C**
Registration Date: **06/22/2017**
Assignment Date: **06/22/2017**

Employer Information

Trade Name: **Inpax Shipping Solutions, Inc**
Address: **2444 Forest Park Rd.**

Atlanta, GA30315

Legal Name: **Inpax Shipping Solutions, Inc (MOD0)**
EIN: **27-0463246**
County: **Fulton**
NAICS Code: **492210**
No. Of Employees: **(b) 4**

Investigation Information

Period Investigated From: **08/30/2015**
To: **12/05/2016**
Investigation Type: **(b) 7(E)**
Investigation Tool: **Full Investigation**
Compliance Status: **Agree to Comply**

BNPI:
Reinvestigation: ☐
Recurring Violation: ☐
Future Compliance Agreed: ☒
Involved in AG: ☐

Recommended Action:

BWFS:	<input checked="" type="checkbox"/>	RO/NO Review:	<input type="checkbox"/>
CMP:	<input type="checkbox"/>	Follow Up Investigation:	<input type="checkbox"/>
Litigation:	<input type="checkbox"/>	Other Action:	<input type="checkbox"/>
Civil Action:	<input type="checkbox"/>	Denial of Future Certificate:	<input type="checkbox"/>
Criminal Action:	<input type="checkbox"/>	BW Payment Deadline:	09/25/2017
Submit For Opinion:	<input type="checkbox"/>	Trailer forms attached:	<input type="checkbox"/>

CL

Violation / Compliance Status	Violations	EEs ATP	BWs Computed	BWs Agreed	LDs Computed	LDs Agreed	CMPs*
No Violation found for this act / Compliance (no violations found)					\$0.00	\$0.00	

WHISARD Compliance Action Report

FLSA

Violation / Compliance Status	Violations	EEs ATP	BWs Computed	BWs Agreed	LDs Computed	LDs Agreed	CMPs*
<i>Failure to pay proper overtime / Agree to Comply</i>	402	402	\$144,072.79	\$144,072.79	\$0.00	\$0.00	
<i>Failure to keep accurate records / Agree to Comply</i>	1	0	\$0.00	\$0.00	\$0.00	\$0.00	
FLSA Totals:	402	402	\$144,072.79	\$144,072.79	\$0.00	\$0.00	
Total Violations Under FLSA:	403						\$0.00

FMLA

Violation / Compliance Status	Violations	EEs ATP	BWs Computed	BWs Agreed	LDs Computed	LDs Agreed	CMPs*
<i>FMLA Record Keeping / Agreement to Remedy/Resolve (ATR)</i>	1	0	\$0.00	\$0.00	\$0.00	\$0.00	
<i>Failure to provide General Notice/Handbook / Agreement to Remedy/Resolve (ATR)</i>	1	0	\$0.00	\$0.00	\$0.00	\$0.00	
<i>Employer Policy Review - Failure/Incomplete Eligibility Notice / Agreement to Remedy/Resolve (ATR)</i>	1	0	\$0.00	\$0.00	\$0.00	\$0.00	

WHISARD Compliance Action Report

FMLA

Violation / Compliance Status	Violations	EEs ATP	BWs Computed	BWs Agreed	LDs Computed	LDs Agreed	CMPs*
<i>Employer Policy Review - Failure/Incomplete Rights and Responsibility Notice / Agreement to Remedy/Resolve (ATR)</i>	1	0	\$0.00	\$0.00	\$0.00	\$0.00	
<i>Employer Policy Review - Failure/Incomplete Designation Notice / Agreement to Remedy/Resolve (ATR)</i>	1	0	\$0.00	\$0.00	\$0.00	\$0.00	
FMLA Totals:	0	0	\$0.00	\$0.00	\$0.00	\$0.00	
Total Violations Under FMLA:		5					\$0.00

* CMPs computed do not necessarily indicate CMPs assessed.

Unduplicated Employees Found:	402	Unduplicated Employees Agreed:	402
Total Amount BWs Computed:	\$144,072.79	Total Amount BWs Agreed:	\$144,072.79
Total Amount LDs Computed:	\$0.00	Total Amount LDs Agreed:	\$0.00

Conclusions & Recommendations:

12Hrs, Section 203(s)(1)(a) covered ER had violations for RK, OT and FMLA Policy. The ER had no CL, MW and HW violations. ER was paying overtime at the wrong rate and agreed to compute back wages to pay the OT. WHI verified the computations and the ER agreed to pay and comply by paying the back wages. Back wages are \$144,072.79 for 402EEs for the entire enterprise. WHI recommends this case be closed administratively when proof of payments are received in the Atlanta District Office.

WHI Signature: _____ Date: 06/30/2017

Reviewed By: _____ Date: _____